

W I CLAIM: THE DESIGN FOR A SURFACE PATTERN APPLIED AS SHOWN
AND DESCRIBED.

SOCIAL CONFLICT RESOLUTION: AN INTERGROUP WORKING MODEL
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PURPOSE: PRACTICE TAKING PERSONAL RESPONSIBILITY FOR BEHAVIOR AND RESOLUTION OF DIFFERENCES, CONFLICT, AND PROBLEM SOLVING THROUGH INTERACTIVE LEARNING. ADULTS HAVE DIFFICULTY AUTHORIZING THEMSELVES AND OTHERS TO TAKE ON LEADERSHIP ROLES, OFTEN RESULTING IN A LACK OF RESOLUTION OF GROUP ISSUES, I.E., RUDENESS, LOW WORK PRODUCTIVITY, WORKPLACE VIOLENCE. TIME, ROLE, AND FORMAT AFFECTS OUR PROPENSITY TO HOARD POWER, PROJECT ANXIETIES AND DILEMMAS ABOUT EXERCISING POWER, AND RESPONSIBILITY FOR CHANGE, ACROSS GROUPS. MOVEMENT OUTSIDE OF ONE'S GROUP, A REFRAMING, WILL ENHANCE RECOGNITION OF OTHERS' VIEW, BELIEFS, AND PROVIDE AN ENVIRONMENT MORE ACCESSIBLE TO DIALOGUES TOWARD COLLABORATIVE PROBLEM SOLVING.